

Consultant/Solution Designer – Brussels (EMEA Region)

PDI Ninth House partners with large global organizations to solve a wide range of leadership challenges. Our Solution Designers are trusted advisors who help organizations develop and improve their leadership capability, and make more effective, strategic decisions about their talent. Supported by the most rigorous research and extensive normative data, our solutions have proven to be among the most effective in the industry.

Successful candidates for this position will have deep experience with assessment and multi rater products and services, and competency modeling. Must have strong business acumen, a passion for providing a variety of consulting services for clients, and a successful track record in sales, client or project management and delivery.

JOB RESPONSIBILITIES

- Partner with sales team members at key points of the sales process to shape client needs, gain agreement on solutions and win deals.
- Create integrated solutions that draw on PDI NH offerings, specifying a consulting process—planning, design, delivery and results measurement
- Win and maintain the confidence of clients in PDI NH during the sales stages and as opportunities are transitioned to delivery team members.
- Provide post sales leadership of project design or delivery teams.
- Shape PDI NH offerings by providing market intelligence and client feedback and innovating within own client work.
- Work effectively on cross-functional internal and client teams, e.g., sales, project managers, delivery team members, sharing best ideas and practices, leading, coaching, and collaborating with others.
- Collaborate on geographically dispersed projects and engage with clients directly (30 to 50% travel).

EXPERIENCE AND EDUCATION REQUIREMENTS

- 10 to 15 years of consulting experience with a successful track record in sales, client or project management and delivery.
- Deep expertise in assessment and multi rater products and services and competency modeling. The ideal candidate will be experienced in working with clients on solutions that involve multiple offering areas.
- Advanced degree (Ph.D.) in deep expertise area or M.B.A. preferred.
- Extensive experience in managing large client engagements e.g., 3 to 6 month design phase, multi year delivery, \$300 to 400K in client billings.
- Considerable energy and passion for the coaching and consulting profession.

COMPETENCIES

- Strong presentation skills, particularly in sales and competitive bid situations.
- Strong understanding of sales process and demonstrated skill e.g., qualifying, shaping client needs, proposing solutions and closing.
- Strong communication and influence skills for live or on line meetings and phone calls.
- Ability to work as a team leader and player on multiple, matrixed teams (typical of consulting firms).
- Understanding/familiarity of the typical needs of HR or business clients in areas of succession, talent management, performance management and leadership development.
- Solid level of business and financial acumen to speak credibly with business and HR leaders and understand typical buying process in HR consulting services and products e.g., pricing of services, products and licenses, legal contracts MSA's, SOWs, purchasing process.
- Ability to work effectively with mid or executive level leaders. Ideal candidate would be able to work across levels and at the senior executive level.

PDI Ninth House is the premier global leadership solutions company with distinctive expertise in accelerating leadership effectiveness to maximize organizational performance. We have more than 40 years of experience in helping clients identify, manage, develop, and promote superior leaders across all levels of the organization. PDI Ninth House uses a unique combination of innovative, field-tested strategies; state-of-the-art technology; and proven processes to tailor specific solutions for our clients. PDI Ninth House partners with the world's leading organizations, enabling them to address critical leadership challenges with innovative solutions. Our aim is simple—the well-placed confidence that clients' current and future leaders are distinctively stronger than their competition, resulting in sustained, superior performance.

PDI Ninth House provides employees with the opportunity to build their career in a stimulating, multicultural environment as well as offering competitive compensation and benefits. PDI Ninth House is an equal opportunity employer (EOE).

Job reference: REQ # LS4032

Please send applications to career-emea@personneldecisions.com